



Diversity, Equity, and Inclusion (DEI) Pledge

At ABP Solutions, LLC, we recognize the importance of creating a diverse, equitable, and inclusive workplace for all employees. We are committed to fostering an environment where all individuals are valued, respected, and supported.

To achieve this, we pledge to:

- 1.) Embrace Diversity: We celebrate and welcome diversity in all its forms, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, ability, and background.
- 2.) Ensure Equity: We strive to create a fair and just workplace where all employees have equal opportunities for growth, development, and advancement.
- 3.) Foster Inclusion: We will work to create an environment where all employees feel included, respected, and supported, and where their perspectives are valued and heard.
- 4.) Provide Education: We will provide ongoing education and training to ensure that all employees have the tools and knowledge to create a more inclusive workplace.
- 5.) Hold Ourselves Accountable: We will regularly review our progress and hold ourselves accountable for creating and maintaining a diverse, equitable, and inclusive workplace.

By signing this pledge, we commit to creating a workplace where all employees can thrive and reach their full potential.

Byron Pennington
Byron R. Pennington
President - Owner

01/01/2023
Date

Angela L. Pennington
Angela L. Pennington
CEO - Owner

01/01/2023
Date